



THE UNIVERSITY OF
AUCKLAND
Te Whare Wānanga o Tāmaki Makaurau
NEW ZEALAND

Service Division Plan 2018 - 2020

The Equity Office – Te Ara Tautika

Section 1: Overview

Overview

The Equity Office contributes to the University being a safe, inclusive and equitable place to study and work.

Recent achievements include establishing a university-wide programme to ensure physical, digital, work and study environments are safe, accessible and inclusive for staff and students with disabilities; enhanced equity communications; and developing equity training with key stakeholders. Unconscious bias and Family Violence training continue to be provided across the University. The PVC Equity is a member of the Universities New Zealand working group on preventing sexual violence in the sector.

The Equity Office's leadership enhances the University's reputation, helps attract, retain and support talented people and contributes to New Zealanders' economic and social wellbeing. The Pro Vice-Chancellor, Equity provides strategic equity leadership and advises Council and the Vice-Chancellor on fulfilling statutory and compliance obligations. Equity Office activities include equity governance, strategy, policy, programmes, projects, resources, training, monitoring and reporting, maintaining networks and providing advice. Leadership and coordination of the Equity Leadership Committee, Equity Community of Interest, Tuākana Learning Community and the Undergraduate Targeted Admission Schemes (UTAS) Community of Interest and managing Student Disability Services are key functions.

The Equity Office's work uses robust evidence and strong relationships with staff, students and other stakeholders - including those engaged in governance, research, teaching and learning.

Key student equity priorities are to increase recruitment, retention and success of Māori and equity group students.

Key staff equity priorities include promoting equitable employment processes and outcomes, in particular through enhancing equity awareness and skills of hiring managers.

Achieving key objectives

Key objective 1:

Enhance training, information and communications, contributing to a safe, inclusive and equitable University environment

Significant achievements and major challenges:

Significant achievements:

- Establishment of the Disability Programme, Communications and Digital Accessibility work stream
- Development of Staff Equity web pages that provide resource, policy and support for University staff

Major challenges:

- Dynamic changes in digital technology
- Resourcing requirements
- Enhancing equity awareness given competing demands on time
- Lack of consistency across the University in implementing best practice in equity

Strategic initiatives to improve/maintain performance and address challenges:

- Enhanced communications strategies, training and engagement with stakeholders, including enabling best practice in recruitment and selection
- Identify awareness of support and resources through surveys of staff and students
- Disability Programme Communications and Digital Accessibility work stream to identify gaps in accessibility and help ensure compliance

KPI that measures the achievement of the objective:

- Develop website resource for prospective students with disabilities, their families/whanau and schools and increase traffic annually
- Increase usage of staff equity pages on the website by 15 percent by 2020

Key objective 2:

Contribute to increasing participation of students and staff who are Māori and from equity groups

Significant achievements and major challenges:

Significant achievements:

- Good attendance and high satisfaction from participants in outreach events
- Strong participation with the Tuākana Learning Community

Major challenges:

- Uneven success of Māori and Pacific students
- Incomplete data on students from refugee backgrounds, LGBTI and low socioeconomic backgrounds
- University systems are unable to support a non-binary gender identification option for students and staff
- Students with disabilities data is incomplete
- Negative perceptions of Auckland city
- Under-representation in STEMM areas

Strategic initiatives to improve/maintain performance and address challenges:

- Equity Office policy, advocacy, stakeholder engagement, communications, support provision and outreach
- Developing a project to address STEMM issues
- Work to obtain students from refugee backgrounds and LGBTI data; and provision of a non-binary gender identification option

KPI that measures the achievement of the objective:

- Increase the percentage of Māori and Pacific students attending Equity Office outreach events who indicate they will apply to study at the University
- A plan will be implemented by 2020 to support STEMM recruitment and retention for Māori and equity groups
- Increase the percentage of Māori and Pacific students registered to participate in the Tuākana Learning Community

Key objective 3:

A safe, inclusive, accessible and equitable environment that supports staff and students with disabilities to succeed

Significant achievements and major challenges:

Significant achievements:

- Establishment of the Disability Programme
- Equity Office now has access to staff disability data

Major challenges:

- Resource implications of implementing the Disability Programme
- Students with disabilities data remain incomplete

Strategic initiatives to improve/maintain performance and address challenges:

Implementation of the Disability Programme

KPI that measures the achievement of the objective:

- By 2020, gaps between compliance and best practice in physical environment accessibility at the University have been identified and strategies developed for future enhancement
- By 2020, gaps between compliance and best practice in digital environment accessibility at the University have been identified and strategies developed for future enhancement

Operational risks

Capacity and capability resourcing.

Complex stakeholder engagement.

Prioritisation of resources

The Equity Office assigns resources to achieve strategic priorities.

The Equity Leadership Committee supports achievement of equity priorities across the University.

Budget strategies to remain within current levels of resourcing

Continued management of budgets across the office.

Section 2: Monitoring performance related to the University's strategic objectives (Budget 2018 & Forecast 2019-2020)

Service Division Plan KPIs

KPI		2015	2016	2017	2018	2019	2020
		actual	actual	forecast	target	target	target
1	Develop website resource for prospective students with disabilities, their families/whanau and schools and increase traffic annually	N/A	N/A	N/A	Website material developed	Usage to increase by tbc	Usage to increase by tbc
2	Increase unique page views of staff equity pages on the website by 15% by 2020	N/A	N/A	3270 baseline	Increase baseline by 5%	Increase baseline by 10%	Increase baseline by 15%
3	Increase the percentage of Māori and Pacific students attending Equity Office outreach events who indicate they will apply to study at the University	75%	67%	70%	72%	75%	75%
4	A plan will be implemented by 2020 to support STEM recruitment and retention for Māori and equity groups	N/A	N/A	Work commenced	Work progressing	Plan complete	Implemented
5	Increase the percentage of Māori and Pacific students registered to participate in the Tuākana Learning Community	N/A	N/A	Establish baseline	Increase by tbc	Increase by tbc	Increase by tbc
6	By 2020 gaps between compliance and best practice in physical environment accessibility at the University have been identified; and strategies developed for future enhancement	N/A	N/A	Work commenced	Work progressing	Initial draft completed	Achieved
7	By 2020 gaps between compliance and best practice in digital environment accessibility at the University have been identified; and strategies developed for future enhancement	N/A	N/A	Work commenced	Work progressing	Initial draft completed	Achieved